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ABSTRACT

In an effort to evaluate the effectiveness of its dental hygiene program, William Rainey Harper College (WRHC), in Illinois, conducted a follow-up study of program graduates from 1994. Surveys were mailed to all 30 1994 dental hygiene associate degree graduates, receiving responses from 77% (n=23). Study findings included the following: (1) all but one of the respondents was employed, while the unemployed graduate was looking for a job; (2) among the employed, 59% held full-time jobs, 9% held two part-time jobs (equivalent to full-time), 18% were employed part-time by choice, and 13% were employed part-time involuntarily; (3) the average annual full-time salary was approximately $44,400, 2.1% higher than the salaries of previous years and the highest salary paid to any WRHC graduate group; (4) only 52% of the respondents indicated that they were satisfied with their chosen profession, the lowest level since 1987; (5) the most frequently awarded benefits were reduced fees for dental work (91%), uniform allowance (76%), paid holidays (71%), and paid vacations (71%); and (6) of 41 specific job tasks, the graduates reported that they were very well prepared for 22 tasks, more than adequately prepared for 12 tasks, adequately prepared for 5 tasks, and less than adequately prepared for only 2 tasks. Data tables and comments from graduates from 1991 to 1994 are included. The survey instrument and cover letter are appended. (BCY)

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FOLLOW-UP STUDY OF 1994

DENTAL HYGIENE GRADUATES

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JC 960 505

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- Cover Letter
- Survey Instrument

ABSTRACT

This study followed the 30 dental hygiene students who graduated in 1994. It was developed as an indicator of the quality of the program, the need for appropriate changes and to substantiate the program's goals for accreditation standards. A survey instrument was mailed to these graduates and after several follow-up efforts, resulted in a 77 percent response rate

Dental hygiene graduates find employment fairly easily, although not necessarily the type of dental hygiene job desired. They are generally highly satisfied with their profession and their education at Harper College, and at an average annual salary rate of $44,400, are by far the highest paid Harper College graduates.

Professional activity of dental hygiene graduates remains at a high level. For the most part they report they are well prepared on all tasks performed often, and in only a few cases of seldom performed tasks are they less than adequately prepared. There are some shifts in the frequency that different tasks are performed, and these should be closely examined to see if there should be any corresponding changes in the curriculum.

Purpose

The purpose of this study was to follow up the 1994 dental hygiene graduates as one indicator of the quality of the program, the need for appropriate changes and in order to substantiate the program's goals for accreditation standards. The study was requested by the coordinator of the Dental Hygiene Program.

Population Surveyed and Methodology

The survey instrument shown in the appendix was designed by the coordinator of the Dental Hygiene Program with input from the Office of Planning and Research. This survey was mailed to all 30 1994 Dental Hygiene associate degree graduates. After three weeks those not responding were mailed a second copy of the survey. With this follow-up effort, 23 completed surveys were obtained for a 77 percent response rate. Results were compared with the similar 1991 through 1993 graduate class surveys.

Discussion of the Results

Among the 23 respondents, all but one was employed and that one was looking for a job. Among the 22 employed, 59 percent were employed full time, nine percent were employed in two part-time jobs - equivalent to full time. Eighteen percent were employed part time by choice and 13 percent were employed part time, not by choice. The 13 percent in part-time jobs, not by choice, was the highest level since the first survey was conducted among the 1986 graduates. This may reflect an increase in interest in full-time employment with no corresponding increase in full-time opportunities, at least in the immediate area.

Considering those employed, there were only half as many working for solo practitioners as those working for multiple practitioners. There were five percent working in general practice, 13 percent in periodontal practice and two percent in other practices. On the average, they interviewed for three to four jobs and few reported any difficulty finding a job, but several expressed difficulty finding the right job. A number of job search methods were used with 59 percent using personal contact, 50 percent using local newspapers, 18 percent using private placement agencies and 23 percent using major city newspapers.

In terms of employment location, 36 percent were employed in the northwest suburbs - the lowest in history - and 24 percent were employed in the north suburbs. Eighty-six percent indicated they were employed in their preferred location. Also, only 52 percent said they were very satisfied with their chosen profession which is the lowest level since 1987. Those employed averaged about 32 to 34 hours per week. Most (90%) were paid an hourly salary while 10 percent received a bonus with their salary. The average annual full-time salary rate was about $44,400 which is 2.1 percent over the salaries of previous years and is, by far, the highest salary paid to any Harper College graduate.

In terms of benefits received, those most frequently awarded were reduced fees for dental work (91%), Christmas bonus (67%), uniform allowance (76%), paid holidays (71%), and paid vacations (71%). In terms of trends, benefits vary over the years. This year the percent receiving reduced rates for dental work (91%) and the percent receiving life insurance benefits (33%) were the highest since the first survey in 1986. The percent receiving uniform allowance in the last two years (76%) was at the highest level since the survey began and the percent receiving a pension plan (29%) was at the second highest level in the history of the survey. On the other hand, the percent participating in profit sharing (5%) was at the lowest level since 1986.

One graduate is continuing his/her education to prepare for graduate school, and another 15 anticipate their education in the future toward advanced degrees. This is the second highest percentage of classes in the history of the program planning to continue their education after Harper College.

Regarding professional activity, 91 percent have maintained their membership in ADHA and IDHA, 36 percent participate in continuing education (one of the lowest levels in history), 73 percent attend local IDHA meetings which is considerably higher than any past year, while 32 percent volunteer for community projects which is above average in comparison to past years. Sixty-five percent of the respondents, which is on the low side, said they were very satisfied with their professional education at Harper College. Everyone was at least satisfied with their professional education at Harper College.

Discussion of the Results (continued)

Graduates were given a list of 41 specific job tasks and were asked how frequently they perform the task and how well prepared were they for the task. In terms of frequency, 11 tasks were performed often, ten tasks fairly often, eight tasks occasionally, eight tasks seldom, and four tasks almost never. The four tasks almost never performed are margination (EVA), polishing analgrams, perio-pack removal and suture removal. In addition, each year about three graduates report in a free response using the sickles instrument often and three using the scaler instrument. In terms of trends, there were six significant changes in frequency of use. There were five cases where procedures were used much less frequently by the latest graduating class. These procedures were radiology safety procedure/equipment inspection (1.19 down to .58), radiology safety procedure/monitor badge (.76 down to .32), instruments - langers (1.42 down to 1.05), curettage (.89 down to .57) and sealants (1.26 down to 1.00). At the same time one procedure jumped dramatically in frequency of use - Subgingival irrigation leaped from 1.15 (occasional) to 1.90 (often).

Considering adequacy of preparation, the graduates reported they were very well prepared for 22 tasks, more than adequately prepared for 12 tasks, adequately prepared for five tasks, and less than adequately prepared for two tasks - perio pack removal and suture removal. It should be noted that these last two tasks cited are seldom performed.

There was only one significant change in adequacy of preparation. Radiology safety procedure/equipment inspection dropped dramatically in adequacy of preparation from more than adequately prepared (average, 1.42) to adequately prepared (.88).

Major Conclusions

Dental hygiene graduates, find employment fairly easily, although not necessarily the type of dental hygiene job desired. They are generally highly satisfied with their profession and their education at Harper College and at an average annual salary rate of $44,400, are by far the highest paid Harper College graduates.

Professional activity by dental hygiene graduates remains high. For the most part they report they are well prepared on all tasks performed often and in only a few cases of seldom performed tasks are they less than adequately prepared. There are some shifts in the frequency different tasks are performed, and these should be closely examined to see if there should be any corresponding changes in the curriculum.

Current Employment Situation

Situation	1991 N	1991 PCT	1992 N	1992 PCT	1993 N	1993 PCT	1994 N	1994 PCT
Employed full time as dental hygienist	13	59.1	17	58.6	16	53.3	13	56.5
Employed in 2 part-time jobs as dental hygienist equaling full-time employment in hrs.	3	13.6	4	13.8	8	26.7	2	8.7
Employed as a part-time dental hygienist by choice	6	27.3	6	27.0	4	13.4	4	17.4
Employed as a part-time dental hygienist but prefer full time	0	0	2	6.0	1	3.3	3	13.1
Unemployed/homemaker	0	0	0	0	1	3.3	1	4.3
Total	22	100.0	29	100.0	30	100.0	23	100.0

Employment Situation

Practice Setting								
Solo practitioner	6	27.3	15	53.6	15	51.7	8	29.6
More than one practitioner	16	72.7	13	46.4	14	48.3	17	63.0
Clinic Type	0	0	0	0	0	0	1	3.7
Temporary	0	0	0	0	0	0	1	3.7
Total	22	100.0	28	100.0	29	100.0	27	100.0
Type of Practice								
Prosthodontics	0	0	.5	1.7	0.5	1.7	0	0
General Practice	22	100.0	25	86.2	23-1/3	80.5	19.5	84.8
Perio	0	0	2	6.9	3-5/6	13.2	3	13.0
Endo	0	0	0	0	1/3	1.2	0	0
Ortho	0	0	0	0	0.5	1.7	0	0
Pedo	0	0	1.5	5.2	0.5	1.7	.5	2.2
Total	22	100.0	29	100.0	29	100.0	23	100.0
Number of Jobs Interviewed For in Employment Search								
• One	7	33.3	4	16.0	4	1.6	4	19.0
• Two	3	14.3	5	20.0	5	20.0	3	14.3
• Three	3	14.3	6	24.0	6	24.0	4	19.0
• Four	0	0	3	12.0	1	4.0	1	4.8
• Five to Nine	5	23.8	4	16.0	9	36.0	8	38.1
• Twelve to Thirteen	2	9.5	2	8.0	0	0	1	4.8
• Sixteen	1	4.8	1	4.0	0	0	0	0
Total	21	100.0	25	100.0	25	100.0	21	100.0
Median Number of Interviews	3		3		3		3	
Mean Number of Interviews	4.7		4.5		3.4		4.5	

How Salary is Determined	1991 PCT of 22 Resp. N	PCT	1992 PCT of 29 Resp. N	PCT	1993 PCT of 29 Resp. N	PCT	1994 PCT of 21 Resp. N	PCT
- Hourly Salary	21	95.5	27	93.1	24	82.8	19	90.5
- Commission	1	4.5	0	0	1	3.4	0	0
- Salary and Commission	1	4.5	2	6.9	0	0	0	0
- Bonus & 1 of Aforementioned	1	4.5	4	13.8	5	17.2	2	9.5
- Independent Contracting	0	0	1	3.4	0	0	0	0
- Weekly Salary	0	0	2	6.9	2	6.9	0	0
- Daily	0	0	0	0	1	3.4	1	4.8
- Monthly	0	0	0	0	1	3.4	0	0
- Profit Sharing	1	4.5	0	0	0	0	0	0
- Bi-Weekly	0	0	0	0	0	0	1	4.8

Average Daily Salary

1991 Amt.	N	PCT
$ 96	1	5.3
$100	1	5.2
$130	1	5.3
$135	1	5.3
$143	1	5.2
$144	6	31.6
$145	1	5.3
$152	3	15.8
$156	2	10.5
$160	1	5.2
$178	1	5.3
	19	100.0

Median Daily Salary - $144
Equivalent to Annual Salary of $37,400

1992 Amount	N	PCT
$100- $119	1	3.7
$120- $139	1	3.7
$140- $159	7	25.9
$160- $179	13	48.2
$180- $199	3	11.1
$200- $219	2	7.4
$220- $239	0	0
	27	100.0

Median Daily Salary - $161
Equivalent to Annual Salary of $41,860

1993 N	PCT
0	0
1	3.8
6	23.1
15	57.7
3	11.1
0	0
1	3.9
26	100.0

Median Daily Salary - $168
Equivalent to Annual Salary of $43,680

1994 N	PCT
1	5
0	0
3	15
12	60
3	15
0	0
1	5
20	100.0

Median Daily Salary - Equivalent to Annual Salary of $44,200

Hourly Salary

1991 Amount	N	PCT
$17	2	10.5
$18	9	47.4
$19	4	21.0
$20	2	10.5
$21-$23	1	5.3
$24-$26	1	5.3
$27-$29	0	0
	19	100.0

Median Hourly Salary - $18
Equivalent to annual salary of $37,400

1992 N	PCT
0	0
5	17.9
6	21.4
10	35.7
4	14.3
2	7.1
1	3.6
28	100.0

Median Hourly Salary - $20.20 - Equivalent to annual salary of $42,016

1993 N	PCT
3	10.3
2	6.9
4	13.8
7	24.1
12	41.4
1	3.5
0	0
29	100.0

Median Hourly Salary - $20.80 - Equivalent to annual salary of $43,264

1994 N	PCT
3	13.1
1	4.3
0	0
2	8.7
17	73.9
0	0
0	0
23	100.0

Median Hourly Salary $21.47 - Equivalent to annual salary of $44,658

Work Week - Hours Per Week

1991

Hours	N	PCT
3	1	4.5
4	2	9.1
16	1	4.6
20	1	4.5
22	1	4.6
25	1	4.5
26	1	4.5
32	2	9.1
34	2	9.1
35	4	18.2
36	2	9.1
40	4	18.2
	22	100.0

Median Hrs. Per Week - 34.0

1992

Hours	N	PCT
Less than 20	3	10.4
20 - 29	2	6.9
30 - 39	15	51.7
40 - 59	9	31.0
	29	100.0

Median Hrs. Per Week - 35.0
Average Hrs. Per Week - 33.2

1993

Hours	N	PCT
Less than 10	1	3.3
10 - 19	1	3.3
20 - 29	4	13.4
30 - 39	18	60.0
40 - 59	6	20.0
	30	100.0

Median Hrs. Per Week - 35.0
Average Hrs. Per Week - 35.1

1994

Hours	N	PCT
Less than 10	2	8.7
10 - 19	1	4.3
20 - 29	3	13.1
30 - 39	13	56.5
40 - 59	4	17.4
	23	100.0

Median Hrs. Per Week - 34.2
Average Hrs. Per Week - 32.0

Number of Offices	1991		1992		1993		1994	
	N	PCT	N	PCT	N	PCT	N	PCT
• One	17	77.3	15	68.2	12	52.2	8	44.4
• Two	5	22.7	7	31.8	10	43.5	8	44.5
• Three	0	0	0	0	0	0	2	11.1
• Four	0	0	0	0	1	4.3	0	0
	22	100.0	22	100.0	23	100.0	18	100.0
Geographic Area in Which Employed								
• Urban	0	0	1	3.4	1	3.4	5	20.8
• Suburban	21	95.5	28	96.6	27	93.1	17	70.9
• Rural	1	4.5	0	0	1	3.5	2	8.8
	22	100.0	29	100.0	29	100.0	24	100.0
Location of Employment								
• North Suburbs	5	22.7	6	20.7	8	27.6	5.3	24.3
• Northwest Suburbs	14	63.7	17	58.6	18	62.1	7.9	35.6
• Southwest Suburbs	1	4.5	3	10.4	2	6.9	3	13.6
• Chicago	1	4.6	1	3.4	0	0	3.8	17.4
• Illinois, Outside of Chicago	1	4.5	2	6.9	0	0	0	0
• Indiana	0	0	0	0	1	3.4	0	0
• Florida	0	0	0	0	0	0	1	4.6
• Other State	0	0	0	0	0	0	1	4.5
	22	100.0	29	100.0	29	100.0	22	100.0
Preference of Employment Location								
• Preferred Choice	20	95.2	22	75.9	27	93.1	18	85.7
• Not Preferred Choice	1	4.8	7	24.1	2	6.9	3	14.3
Total	21	100.0	29	100.0	29	100.0	21	100.0

Avenues Used to Find Employment Situation	1991		1992		1993		1994	
	N	PCT	N	PCT	N	PCT	N	PCT
• Personal Contact	12	54.5	15	51.7	18	62.1	13	59.1
• Local Newspaper	10	45.5	13	44.8	10	34.5	11	50.0
• Major City Newspaper	4	18.2	5	17.2	2	6.9	5	22.7
• Private Placement Agency	3	13.6	4	13.8	8	27.6	4	18.2
• Present/Past Employer	3	13.6	0	0	1	3.4	2	9.1
• Sent Resume	0	0	0	0	1	3.4	2	9.1
• ADHA Placement	2	9.1	1	3.4	1	3.4	1	4.5
• Temp. Placement Agency	0	0	1	3.4	0	0	1	4.5
• Harper Dental Hygiene Office Bulletin Board	1	4.5	0	0	1	3.4	1	4.5
• Harper Placement Service	0	0	0	0	0	0	1	4.5
• Dentist Called Student	1	4.5	1	3.4	0	0	0	0
• Telephone Book	0	0	1	3.4	2	6.9	0	0
• Volunteered at Pre-School	0	0	0	0	1	3.4	0	0

Difficulty in Finding Employment

1991

- No difficulty
- No difficulty, but had difficulty finding office matching ethics standards student wanted
- Found minority discrimination

1992

- Most dentists not looking for full-time dental hygienist
- Hours offered did not fit in with raising family
- Just had to wait until they got their license - dentists wanted Dentist wanted someone immediately.
- No one needed part-time hygienist
- Trouble getting to all interviews/were widely scattered
- Hard to get employment close to home.

1993

- Hard to find an office where quality of dentistry Is very good.
- Got my job day I received my license
- A full-time position with benefits especially health insurance.
- Lot of places wanted someone only one day a week.
- More part time than full time
- Difficulty finding a full-time job.
- Trying to find a doctor that agreed with type of teaching Harper did - Harper has very high standards.
- None - found job in 3 days.

1994

- Days and hours
- The right days of the week - also, preferred more day time hours versus nighttime hours.
- Full time and benefits, but not 40 hours either.
- It was hard to find a full-time position with benefits. Everyone wanted to hire part time only.
- Finding full-time hours in one office.
- The hours that are required - evenings and Saturdays - are difficult for me because of my children.
- Many jobs - was not comfortable with many working conditions.
- Agreement with ethic values.
- Most people wanted to know about my family and I was very turned off by that.
- Not finding full time or location.

Goal During Employment Search	1991		1992		1993		1994	
	N	PCT	N	PCT	N	PCT	N	PCT
- Full-time work in one office (more than 30 hrs/week)	13	59.1	19	65.5	19.5	67.2	12	54.6
- Part-time work in more than one office to equal full time	3	13.6	3	10.4	3.5	12.1	2	9.1
- Part-time employment (less than 30 hrs/week)	6	27.3	6	20.7	6	20.7	7	31.8
- Switched goals	0	0	1	3.4	0	0	1	4.5
Total	22	100.0	29	100.0	29	100.0	22	100.0

Satisfaction With Chosen Profession	Index	1991 N	1991 PCT	1992 N	1992 PCT	1993 N	1993 PCT	1994 N	1994 PCT
- Very satisfied	+2	18	85.7	27	93.1	20	69.0	12	52.2
- Satisfied	+1	3	14.3	2	6.9	8	27.6	9	39.1
- It is OK	0	0	0	0	0	1	3.4	2	8.7
- Dissatisfied	- 1	0	0	0	0	0	0	23	0
Total		21	100.0	29	100.0	29	100.0	23	100.0
Average Satisfaction Index		+1.86		+1.93		+1.66		+1.43	

Benefits Included in Work Situation	1991 N	1991 PCT of 21	1992 N	1992 PCT of 29	1993 N	1993 PCT of 29	1994 N	1994 PCT of 21
- Reduced fee for dental work	15	71.4	16	55.2	24	82.8	19	90.5
- Uniform allowance	12	57.1	10	34.5	22	75.9	16	76.2
- Christmas bonus	17	81.0	16	55.2	21	72.4	14	66.7
- Paid holidays/wide variations	12	57.1	21	72.4	18	62.1	15	71.4
- Paid vacation - 1st year - 1.3 weeks - 2nd year - 1.6 weeks	14	66.7	21	72.4	16	55.2	15	71.4
- Continuing Ed courses paid	12	57.1	16	55.2	12	41.4	13	61.9
- Paid sick days - Mean 5.5	6	28.6	15	51.7	9	31.0	7	33.3
- Major medical	9	42.9	13	44.8	9	31.0	12	57.1
- Malpractice Insurance	1	4.8	13	44.8	9	31.0	3	14.3
- Bonus for production increase	6	28.6	5	17.2	9	31.0	4	19.0
- Profit sharing	3	14.3	2	6.9	7	24.1	1	4.8
- Life Insurance	2	9.5	9	31.0	4	13.8	7	33.3
- Disability Insurance	1	4.8	7	24.1	4	13.8	3	14.3
- Liability Insurance	1	4.8	8	27.6	3	10.3	0	0
- Paid dues for association	1	4.8	4	13.8	3	10.3	2	9.5
- Pension Plan	3	14.3	1	3.4	3	10.3	6	28.6
- No benefits	2	9.5	1	3.4	1	3.4	2	9.5
- Turkey	0	0	0	0	1	3.4	0	0
- Paid lunches	1	4.8	1	3.4	0	0	0	0
- Bonus at birthday	0	0	1	3.4	0	0	0	0
- Salary for attendance at employee meetings	1	4.8	0	0	0	0	0	0
- Personal hrs. pd. after 1 year	0	0	0	0	0	0	1	4.8

Advanced Education/Professional Development

		N	PCT
Working Toward an Advanced Degree -- 1991			
- Yes -- Social Relations - Northeastern		1	4.8
- No		20	95.2
Anticipate Eventually Working Toward Advanced Degree -- 1991			
Yes -- Science (Health Related), Biology, Public Health Education, Marketing, Teaching Business, Unspecified/4		9	45.0
No		11	55.0
Working Toward an Advanced Degree -- 1992			
- Yes		0	0
- No		29	0
Anticipate Eventually Working Toward Advanced Degree -- 1992			
- Yes -- Not sure of direction (5)	Teaching Dental Hygiene (2)	13	41.4
Education (2)	Speech Therapy		
Marketing	Psychology		
Nursing			
- No		17	58.6

Advanced Education/Professional Development

			N	PCT
Working Toward an Advanced Degree -- 1993				
- Yes -- Pre-Dentistry (Harper College)			3	10.3
Pre-Dentistry (Institutional not specified)				
Pre-Dentistry - University of Chicago				
- No			26	89.7
Anticipate Eventually Working Toward Advanced Degree -- 1993				
- Yes -- Field Undecided (6)		Marketing	16	59.3
Science (4)		Support Classes		
Dental School (2)		Adult Education		
Bachelors Degree				
- No			11	40.7
Working Toward an Advanced Degree -- 1994				
- Yes -- Eventually want Master's Degree			1	4.3
- No			22	95.7
Anticipate Eventually Working Toward Advanced Degree -- 1994				
- Yes -- Science (3)		Psychology or Biology	16	72.7
Public Administration		Business		
Dentistry		Unsure (10)		
- No			6	27.3

	1991		1992		1993		1994	
Professional Development	N	PCT	N	PCT	N	PCT	N	PCT
• Maintained membership in IDHA/ADHA	19	90.5	23	85.2	25	96.2	20	90.9
• Participated in formalized continuing ed. Presentations	15	71.4	21	77.8	17	65.4	8	36.4
• Attend local IDHA meetings	9	42.9	10	37.0	16	61.5	16	72.7
• Volunteered for community projects or activities	6	28.6	5	18.5	9	34.6	7	31.8

Satisfaction with Professional Education at Harper College	**Index**							
- Very Satisfied	+2	16	76.2	23	79.3	24	80.0	15	65.2
- Satisfied	+1	5	23.8	6	20.7	5	16.7	8	34.8
- Somewhat satisfied	0	0	0	0	0	1	3.3	0	0
- Dissatisfied	- 1	0	0	0	0	0	0	0	0
Total		21	100.0	29	100.0	30	100.0	23	100.0
Average Satisfaction Index		1.76		1.79		1.77		1.65	

Adequacy of Preparation for Various Dental Hygiene Duties

Adequacy Index

2 ≡ Very well prepared 1 ≡ Adequately prepared 0 ≡ Inadequately prepared

	1991		1992		1993		1994	
Duty	N	Index	N	Index	N	Index	N	Index
Patient Education/Individual	12	1.83	22	1.95	27	2.00	22	2.00
Periodontal Evaluations/Probings	12	2.00	23	2.00	25	1.96	21	2.00
Radiology Safety Procedure/ Lead Apron	11	2.00	21	1.95	25	2.00	22	1.95
Radiographs/Interproximal Survey	12	2.00	23	1.87	28	1.96	22	1.95
Radiographs-Perapicals	12	1.92	23	1.87	26	1.92	22	1.95
Topical Fluoride Applications	12	2.00	23	2.00	27	1.89	21	1.95
Polishing - All Patients	12	1.83	21	1.95	25	1.96	22	1.91
Radiographs/Complete Intra-Oral Survey	11	1.91	23	1.87	28	1.93	22	1.91
Blood Pressure/Pulse	8	1.88	22	1.95	22	1.95	20	1.90
Subgingival Irrigation	12	1.83	22	1.82	28	1.93	20	1.90
Periodontal Eval/Charting	11	1.82	23	2.00	24	1.92	20	1.90
Instrument/Univ.Curettes	11	1.82	22	1.86	27	1.85	21	1.90
Dentition Charting	11	1.91	23	1.73	24	1.75	20	1.90
Indices - Bleeding	12	1.83	22	1.82	23	1.91	21	1.86
Instrument - Graceys	12	2.00	22	1.86	28	1.89	22	1.86
Hand Scaling	12	1.92	23	1.83	27	1.89	22	1.86
Indices - Periodontal	11	1.73	21	1.81	18	1.56	19	1.84
Intra/Extra Oral Exam	12	1.67	23	1.91	26	1.88	21	1.81
Sealants	11	1.91	23	1.74	26	1.81	21	1.81
Selective Polishing	9	1.78	20	1.90	24	1.92	18	1.78
Medical History of Patient	12	1.67	23	1.83	27	1.85	22	1.77
Ultrasonic Scaling	12	1.58	23	1.74	27	1.74	22	1.77
Instrument - Langers	12	1.83	19	1.84	25	1.84	19	1.74
Periodontal Scaling	12	1.67	23	1.78	26	1.85	22	1.73
Indices - Gingival	11	1.82	21	1.81	15	1.60	18	1.72
Radiology Safety Procedure	11	1.82	16	1.62	16	1.69	18	1.67
Indices - Plaque	11	1.73	22	1.82	15	1.53	20	1.65
Air Polishing	9	1.78	21	1.71	24	1.71	19	1.63
Root Planning	12	1.67	22	1.64	27	1.63	21	1.62
Instrument - Files	10	1.70	13	1.08	25	1.48	16	1.56
Patient Education - Group	7	1.14	16	1.88	17	1.65	17	1.53
Impressions for Study Models	10	1.80	17	1.41	21	1.48	19	1.53
Nutrition Counseling	10	.90	21	1.38	27	1.19	21	1.43
Radiographs - Panorex	11	1.18	19	1.37	25	1.32	21	1.33
Polishing Analgrams	8	1.13	17	1.18	20	.95	19	1.16
Curettage	12	1.17	22	1.09	27	1.00	21	1.14
Margination (EVA)	8	1.38	18	1.17	20	1.00	19	1.00
Radiographs - Occlusal	8	.88	17	1.00	19	.74	21	.90
Radiology Safety Procedures - Equipment Inspection	11	1.45	16	1.56	17	1.35	17	.88
Suture Removal	9	.89	18	1.11	20	.40	19	.74
Perio Pack Removal	9	.44	18	.94	12	.21	19	.47
Number of Tasks	41		41		41		41	
Average Index of Tasks Rated		1.67		1.67		1.64		1.63

Other

1993: Sickles Instrument (4); McCalls Instrument; H 6/7 204 S Instrument; MEWY 5/6 Sub/O.G.Instr.; Rigid Gracey L Instrument; 11/12 Explorer Instrument; PSR Septum Indice; Phase Slide Indice; Transcranials CEPH Radiograph; Manual Developing/Radiograph; SKELS D52045 Instrument

1994: Scalers Instruments (3); Sickles Instrument (3); McCalls Instrument; PSR Indices

Frequency of Performing Various Dental Hygiene Duties

Frequency Index

2 ≡ Often 1 ≡ Occasionally 0 ≡ Never

	1991		1992		1993		1994	
Duty	**N**	**Index**	**N**	**Index**	**N**	**Index**	**N**	**Index**
Hand Scaling	12	2.00	23	1.96	28	2.00	22	2.00
Medical History of Patient	12	2.00	23	1.96	26	1.96	22	2.00
Patient Education/Individual	12	2.00	23	2.00	27	1.93	22	2.00
Periodontal Eval. - Probings	12	2.00	23	1.91	26	1.92	22	2.00
Instruments/Univ. Curettes	12	1.33	22	1.82	27	1.78	21	1.95
Radiology Safety/Lead Apron	12	2.00	23	2.00	28	2.00	22	1.91
Polishing - All Patients	12	1.92	23	1.87	26	1.85	22	1.91
Subgingival Irrigation	12	1.08	23	1.09	27	1.30	21	1.90
Radiographs/Interproximal Survey	12	2.00	23	1.96	27	1.93	22	1.86
Instruments/Graceys	12	2.00	23	1.65	27	1.81	22	1.86
Periodontal Scaling	12	1.75	23	1.61	28	1.86	22	1.82
Radiographs - Perapicals	12	1.75	23	1.87	27	1.78	22	1.73
Indices - Bleeding	11	1.42	23	1.57	26	1.62	19	1.68
Radiographs/Complete Intra Oral Survey	12	1.67	23	1.83	27	1.78	22	1.64
Ultrasonic Scaling	12	1.33	23	1.52	28	1.82	22	1.59
Perio Eval./Complete Charting	11	1.36	23	1.74	27	1.48	21	1.57
Intra/Extra Oral Exam	12	1.42	23	1.74	25	1.80	21	1.52
Indices - Periodontal	12	1.25	21	1.57	24	.96	18	1.50
Root Planning	12	1.75	23	1.57	27	1.52	21	1.43
Topical Fluoride Applications	12	1.75	23	1.65	26	1.69	21	1.38
Dentition Charting	12	1.33	23	1.39	27	1.15	21	1.29
Indices - Gingival	12	1.25	22	1.45	23	.61	16	1.19
Indices - Plaque	23	1.00	22	1.36	25	.72	16	1.12
Instruments - Langers	12	1.50	21	1.43	23	1.48	19	1.05
Radiographs - Panorex	12	1.08	22	.95	26	1.15	21	1.05
Sealants	12	1.17	23	1.30	27	1.44	22	1.00
Air Polishing	11	1.00	23	.78	27	.85	21	.86
Nutrition Counseling	12	.33	23	.61	26	1.00	21	.81
Selective Polishings	10	.60	21	.95	27	.96	20	.75
Blood Pressure/Pulse Screen.	12	.67	22	.50	25	.80	20	.75
Radiology Safety Procedure/ Equipment Inspection	11	1.36	21	1.10	22	1.14	19	.58
Curettage	12	.92	23	.70	27	.85	21	.57
Impressions/Study Models	12	.67	23	.35	27	.70	20	.50
Patient Education - Group	9	.11	20	.75	23	.43	19	.37
Instruments - Files	12	.83	18	.39	23	.57	15	.33
Radiology Safety/Badge	12	1.17	22	.86	23	.48	22	.32
Radiographs/Occlusal	12	.42	21	.38	23	.26	21	.29
Suture Removal	12	.25	23	.39	27	.26	21	.19
Polishing Analgrams	12	.17	23	.26	27	.19	21	.14
Perio-Pack Removal	12	.25	23	.26	27	.15	21	.10
Margination (EVA)	12	0	23	.09	27	.04	21	.05
Number of Tasks	41		41		41		41	
Average Index of Tasks Rated	1.23		1.25		1.22		1.18	

Other

1992 Uses sickles often
Uses 204's often
Often use calculus indices
Occasionally use tomography radiographs

Comments – 1991

- Felt very well prepared for the job (8)
- Excellent program (6)
- Was given second chance to finish program
- Enjoy the dental hygiene field
- Wonderful staff
- More community dentistry
- More education on fearful patients
- More clinic
- Offer Dental Hygiene in evening
- Needed more perio education & experience (6)
- Needed more experience with nitrous oxide (2)
- Enjoy the job
- Finished strenuous program - Graduated with honors
- Greatest strength of program was up-to-date information
- Needed more experience with perio patients
- Be more realistic about what is actually practiced
- More root planing and curettage experience

Comments by 1992 Graduates about their Professional Education at Harper College

- Feel that what I learned about subgingival irrigation is very much different than what I have learned from DDS and periodontist. They are not much in favor if it -- very conflicting views.
- Never experienced curettage in school which I felt is important as opposed to eramarginations and irrigation. Also, I do not believe in doing irrigation on many of my patients. In seminars and with working/speaking to periodontists, they do not emphasize that it really works especially with hygienists during surgery - yes, but not in general.
- Harper prepared me well for this career.
- I feel very confident.
- I feel that we, as students, were taught mostly valuable information and skills. I perform many of the same procedures from school clinic each day in private practice. The education aspect in perio was excellent to prepare me for my job in an office.
- I felt that overall I was well prepared to enter my profession.
- Excellent role models and clinical experience.
- Hours available - you cannot have it all.
- Very satisfied although I did not realize this until I started working. In school you think some of the things you learn you probably will not need to know - not necessarily true.
- I enjoyed the program - you have a great staff. I am very pleased with my education I received. I missed seeing all the smiling faces. I have some great friends from this program - not only students but instructors. I am very happy and grateful that you accepted me.
- I love what I do but I find it frustrating. Often I will try and change or suggest changes. I am not trying to be disenchanted without being a change agent. It is very slow! But part is unwillingness to put out for what I feel are necessary expenditures, i.e., irrigation, BP equipment, instruments.
- A lot of stress. A lot of hard work, but excellent instructors. I re-evaluate my performance all the time for continued improvements.
- Three semesters of community dentistry was a waste of time. There should be more than one semester of perio.
- I have taken several continuing education classes and feel I know all of this. I have always felt very prepared, confident and totally capable of handling the real world.
- Not a week goes by that at least one of the four DDS's I work for comments on the knowledge that Harper showed me. Also the experience with perio has been acknowledged and appreciated. I feel not only comfortable but confident.
- I feel Harper has a great Dental Hygiene Program!
- I am very satisfied with my career choice.
- I feel that I am prepared to work in any setting at this point but the Pedo Office worked out better for our needs at this present time.
- Perio Program was especially useful for my work in general practice. Many of my clients have periodontal concerns and I feel my education in this field was very thorough. Workshops week also very beneficial.
- Feel very well prepared.

Comments by 1993 Graduates on their Professional Education at Harper College

- I feel that Harper has an excellent Dental Hygiene Department and prepared me very well for my career.
- The second year was not as encouraging and helpful in the clinical setting as the first year. I feel that it was not helpful in the clinical setting to have instructors who wanted to play power games at your expense.

Comments by 1993 Graduates on their
Professional Education at Harper College (continued)

- I feel at a slight disadvantage regarding perio surgery - different types and when each is indicated. I find that doctor expects assisting skills from me which I had never done before.
- Felt very prepared to enter job market.
- I feel I was extremely well prepared and possess the knowledge I need to work competently and effectively.
- I feel competent in the care I provide to patients because I am given the freedom to treat them in what I feel is their best interests. I am fortunate enough to have an employer who respects me and my opinion as well as my skills.
- Very negative program and stressful and selective -- too much division among the faculty.
- Instructors were well organized and prepared to satisfy all of our educational needs. They were extremely helpful and supportive during the difficult times. Keeping a journal for ethics was a splendid idea.
- For how much education and considering the fact that we taking same board this should be a 4-year baccalaureate degree.
- I am very happy with the education I received.
- One week after one year - two weeks after two years.
- I feel I had a great educational experience in the Dental Hygiene Program at Harper College.
- Feel that I am able to handle patients and assess situations in a realistic manner. We were very well prepared.
- I feel our perio education was excellent. I feel very prepared dealing with periodontal clients with the strong knowledge base obtained from the program. I also feel we were well prepared in client education as I am finding this the most challenging aspect of Dental Hygiene.
- On interviews was told Harper graduates are very good.
- All the instructors prepared us very well - we learned a lot and we enjoyed it.
- Taught us that everything in the real world is not ideal and teaching and learning to cope with difficult patients, having trust in DD's judgments and having ethical morale.
- Dental Hygiene Program gave us all the tools to be a good dental hygienist. We have a very good foundation and that is why I feel very comfortable sharing this knowledge with my patients and my boss.
- Wish sometimes someone would check my scaling - I feel very well educated.
- Polishing was/is a weakness of mine after school. I wish there was more concentration on polishing and not using disclosant to detect it if left behind. Also I use ultrasonic scaling much more regularly than in school. In school, it was not recommended to ultrasonic scale for plaque but rather only for medium heavy calculus. New research is appearing in journals stating the benefits of the ultrasonic scaler for disrupting bacteria subgingivally. I find it makes me a more efficient and thorough clinician when used in conjunction with hand scaling.
- I am extremely happy with the results of Harper College's Dental Hygiene Program. Others have made positive comments stating they could tell I was a Harper graduate. The confidence and the income has made my life more secure and pleasurable. Thank you!
- It was OK but too stressful! More could also be done to help all students, not just those that the faculty favor.
- The education received from the Hygiene Program was excellent! The emphasis on perio really helped a lot. All aspects of the program were so thorough and everything "clicks" and comes together in real practice.
- I feel we were very prepared for the "real world" as far as book knowledge goes. The problem we all feared was time adjustment from 3-hour appointments to 1-hour appointments. Perhaps for the last half of the last semester appointment times could be cut to 1-1/2 hours.
- Feel I was very prepared for my job - also because I had dental assisting experience - from school. Education I received was very well founded and received much individual attention.
- I felt more than prepared to face the challenges of the world - much more confident after taking Indiana boards and meeting other hygienists in practice.

General Comments by 1991 Graduates

- If possible, it would be great to have more perio patients.
- With all the preparations done in school, I was really prepared to perform my duties.
- East the pressure of clinic requirements.
- During last semester, 2nd year, there should be 1 day a week where we have one hour perio patients and do procedures that are done in private practice. Example - if probings - don't chart entire mouth. It was hard to go from 3 hours per patient to 1 hour.
- I feel the education was excellent; however, I feel some of the clinical instructors acted unprofessionally toward the students. Once an opinion was formed of that student, the instructors would treat her a certain way whether

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General Comments by 1991 Graduates (continued)

she desired it or not. A few instructors seemed to be on a power trip and mentally intimidated many students. The program would have been less stressful if the students would not have been literally "scared" of many instructors. It is a shame to say I have unfond memories of a few instructors which makes me want to avoid ever visiting in the future.

- Internship during second year to provide on-the-job experience for the job market.
- The quality of the program was excellent - it prepared us for the real world in many aspects.
- Make the program and knowledge less difficult and more applicable to outside world.
- I was very satisfied with the professional education but do believe it should have been more fun and less stressful. The Dental Hygiene Program often attracts married women or mothers (single or married) who like this possibility of flexible employment. But these women have other "stresses" in their lives and do not need the extra stress placed on them during the program sometimes causing a normal/rational person to "snap". Unfortunately I have seen that it caused some former students to hate Harper and speak negatively of the program. For hygienists to be successful as a lobbying group, we need to be cohesive, not divisive. I would prefer to see more clinical time spent, I feel I was not properly prepared to see 8-12 patients a day when all I had seen was two. Although I occasionally use the information I learned in community dentistry, one class, not three should be sufficient to teach this class. I also think an introduction to dental materials is a good idea and perhaps an optional class made available for those who would like to continue on in dentistry. But frankly, I don't use anything I learned in that class. I feel I would have adjusted to the "real world" better had I seen 2 patients a day in the spring of the first year, 3 a day in the summer, 4 a day in the fall, and 5 a day in the spring of the second year. I felt very prepared to take the boards, both national and state, and I believe I was well educated in dental hygiene and had some excellent roll models in the program which has helped me to develop a positive rapport with my patients. Unfortunately, there are a lot of board questions that deal with community dentistry and dental materials - perhaps we need to convince them that these questions are not applicable to most hygienists.

General Comments by 1992 Graduates

- Go more into explore sharpening, X-ray processor cleaning (basics), drop the panorex because the ones in offices are very simple to use - yours was too complicated.
- Work on speed during appointments, time management - emphasis on implants and periodontal procedures such as bone grafts, tissue grafts, surgeries, etc.
- Shorter appointments in clinic to prepare better for private practice.
- More time spent on periodontal disease, less time on community dentistry.
- Stress from instructors - they were not sympathetic of students with families.
- Last semester sophomore year time should be cut especially during last month. Less emphasis on test case - more on time management. Just before we left we learned how to use the rings for X-rays. All of those X-ray devices should be taught first year so that we are really familiar by graduation. Offices expect BWX and cleaning in 50 minutes. They expect you to use X-ray devices for quality X-rays fast.
- Education wise I think Harper is fine but I don't think that the instructors should pick their favorites and non-favorites.They let it be known who they like & who they don't.This is wrong & causes unnecessarystress.
- I would to comment on this but all my disappointment I have forgotten. I try to remember the good points.
- Hands-on at perio offices.
- Emphasize the lack of time you have in general practice, lack of appointment time, availability for phase I therapy. I am booked solid 3 months in advance and to try and not be so idealistic that you will change the patients attitudes. It is very difficult not to blame yourself on recall patients who have not improved.
- Invent more time in each day? Stress continuing education - many things I do not use on a daily basis and forget. CEU are just as useful for new grads as for established RDH.
- Going to school as a Mom was awful. Many lab time/clinic times could be more flexible. I think you are already working on that. I always felt compassion and understanding to the daily struggles of Mom's and special family needs. Thank all of you!
- Relieve stress! The actual working world is not as brutal as it was portrayed. Also, yes the curriculum is rigorous, but it is not impossible. If praise was doled out as quickly as fear, I believe the students would benefit two-fold.
- I feel that the quality of Harper's program is excellent.
- I have found that most dentists would rather have their assistants perform impressions and mixing cement and placement of temporary crowns. I feel that the time and energy spent in dental materials to have been useless and should be condensed.
- Prepare us for shorter appointments as in the "real world" toward the end of our second year.

Comment on how Harper can Improve
the Quality of Its Program – 1993

- I feel it is great now.
- I believe the second year of clinic should continue with nurturing instructors who are there to encourage and support the students and not to push them down.
- More emphasis on periodontal health, especially more interning in office to see all types of surgery and typical healing after surgery.
- Cannot imagine.
- Work more on time management short cuts.
- In a perfect world it would be nice if we had not had to find our own clients.
- More consistency in instructor qualifications and background. More positive reinforcement with students. Reduce stress level for student so that their performance can excel.
- An even distribution of screened patients.
- All the instructors should be more helpful in teaching the so-called "tricks".
- No improvements needed.
- Prepare students for "real life" appointments - time, activities involved.
- Make arrangements with a 4-year college so degree could be obtained. Quality of courses not offered is excellent.
- Last semester clinic was too crowded.
- The program is so well done it is wonderful. Thank you -- all of you!
- I know I mentioned once before that I feel Phil Troyer's PSY class could help the students bring a balance to their lives during the intense program.
- Faculty should have at least a BA degree with 5-years clinical experience.
- Give more than one semester on periodontology - even more emphasis and less time in community dentistry.
- I feel the quality of the Dental Hygiene Program is excellent. My only concern during my years there was the inconsistencies among staff on clinic floor - 2nd year. This was the cause of a "few" stressful times.
- Clinic instructors are not consistent. They are good hygienists but not good teachers. Clinic is negative re-enforcement. That should be changed. A lot of stress even with instructors. Discouraged them from going outside the hygiene program with problems. Cannot even tell other teachers about problems because the teachers are too close.
- More work with dental materials. More training as far as dental assisting/both are necessary jobs in dental office. Might create more respect for all team members. I was very unfamiliar with actual assistants. Duties - especially in Indiana - their job. Although not glamorous, can be an art form and it is something I would like to know more about.

Comments on Satisfaction with Harper – 1994

- Very satisfied with the program - felt I was well prepared.
- I felt that I was well prepared - was confident in discerning the various situations I encountered.
- I have found myself very well prepared for the challenges that I have encountered my first year out of school in virtually all areas.
- I feel very prepared in my job.
- My present positions have shown me how much of my education I use in everyday application. The perio practice is very impressed with the education I received and my skills. It is a credit to Harper's Dental Hygiene Program.
- Excellent, but Harper has an unbelievable reputation. Just mentioning Harper almost immediately lands a job. Though, I wish, I myself would have done a lot more scaling and RP. It is still a trick to know when to scale and RP - especially with regard to smokers.
- Very satisfied - I feel very proud of my Harper education. I am complimented by my patients and have also been complimented by many dentists on being very good and very thorough. My nickname at my office is "Eagle Eyes" for noticing many things which might normally be overlooked - cavities, MJI, gum tissue appearance, overhangs, etc. Thanks so much for a wonderful education.
- Found it difficult to communicate with a few selected instructors.
- Some aspects of the program were too stressful. It was made too individually oriented and competitive. There were lots of favorites who got special treatment. I learned a great deal and I felt very prepared entering my career.
- Very satisfied - I felt I was very prepared to perform the tasks of an RDH.

Comments on Satisfaction with Harper – 1994 (continued)

- Harper's Dental Hygiene Program is an excellent program. After graduation I took some time off in July - I became pregnant. After I survived the first 3 months, I began working from October to February. All the information provided for this survey applies to those months.
- I was very satisfied with the program. Harper's program has a strong clinical which makes it possible to take challenging cases without being totally overwhelmed.
- Program content is adequate. Dissension between instructors is obvious and juvenile.
- Some instructors very qualified and others not too qualified in clinic. Prepared us well for the real world of hygiene.
- Harper provided me with best education. I get a lot of comments from my patients and my employers of how well I am trained for what I am doing.
- Well rounded education - covered many aspects of dental care at beginner level - and intermediate - Pedo program was great!
- Harper gave me an excellent education. Knowledge of the latest technology, rules and laws. Proper etiquette and high ethical values which I stand behind very strongly. The strong professional attitude from my instructors makes the professionalism in me stand out.
- I feel school provided us with a quality education for what we need to know but I was very unprepared to go through a clinical setting that is very "textbook perfect" to where I am at now. The work place is not like what I expected - dentists do not seem to care all that we learned - just get the job done!
- Instructors are great - course materials were more than adequate.

How Can Harper Dental Hygiene Program be Improved – 1994

- I had not received much information with regard to bleaching products. I would have liked to have known more about prescription vs. OTC bleaching systems.
- More experience with use of ultrasonics on difficult patients. Maybe some experience to review sealants, child prophy and first year experiences just prior to graduation - one or two "review" patients.
- It is extremely stressful - but I would have liked more information on pain control.
- In last semester of school, all students have a one-hour appointment and see what it is like before getting out there even though dentists have a lot of patience with rookies.
- Don't make every little thing seem like the end of the world.
- The only thing that I had problems with was adjusting to short appointments (50 minutes - 1 hour). I wish we had been able to practice completing a 1 or 2 assessment in that amount of time or given pointers on how to adjust to shorter appointments. I think all of us had some fear regarding this.
- Try to get the instructors in clinic on the same page. I know it is difficult to gauge their knowledge but this would make things easier on the students.
- In my opinion, the program at Harper more than adequately prepares the student for the job only time and experience can improve performance constantly.
- Often I felt that instructors looked "down" on students. From some instructors a "glib" "know it all" attitude was received, especially on clinic floor.
- I don't know what to improve.
- Definitely need to break students from the 3-hour "perfect" appointment. It is too difficult on an adjustment when you hit the "real world".
- I think there should be a clinical setting for a period of time when the students have to finish an 002 or 112 within one hour or time. Get them really prepared.
- I don't really have suggestions since courses, time, and dedication are all a part of succeeding.

APPENDIX

- **Survey Instrument**
- **Cover Letter**

William Rainey Harper College
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Palatine, Illinois 60067-7398
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Spring 1995

Dear Class of 1994,

Greetings from Harper's Dental Hygiene Program! By now you have been working in your new profession for nearly a year, and we are anxious for you to share with us your thoughts about our program and your dental hygiene education. We are especially interested in how you found your employment, how you like your chosen profession, are you continuing your professional growth, and how well do you feel we prepared you?

Please take a few minutes to complete the enclosed survey and return it in the self-addressed envelope which is provided for your convenience. Any information you supply will be kept strictly confidential and will be used only in combination with responses from other students. The number on the survey enables us to remove your name from the mailing list when your completed response is received. This saves the cost of unnecessary second mailings to non-respondents and saves you the bother of receiving another copy of the survey in addition to a follow-up telephone call.

We greatly appreciate your response to this survey and especially enjoy hearing from our recent graduates.

Very truly yours,

Marianne Holt
Coordinator
Dental Hygiene Program

jc
Enclosures

WILLIAM RAINEY HARPER COLLEGE

DENTAL HYGIENE PROGRAM

ALUMNI SURVEY

1- Check (x) your current employment situation

_____ A. Employed full time as a dental hygienist
_____ B. Employed in two part-time jobs as a dental hygienist equaling full-time employment in hours worked
_____ C. Employed as a part-time dental hygienist, by choice
_____ D. Employed as a part-time dental hygienist but would prefer full-time employment
_____ E. Employed outside the dental hygiene field by choice

Job Title_____

Why did you prefer this?_____
_____
_____

_____ F. Employed outside the dental hygiene field but would prefer working as a dental hygienist

Present Job Title_____
_____ G. Unemployed but searching for employment
_____ H. Unemployed because am enrolled in college

Major_____ College_____
_____ I. Unemployed because of being a homemaker
_____ J. Unemployed for some other reason

2- Practice setting:
_____ A. Solo Practitioner
_____ B. More than one practitioner
_____ C. Clinic type
_____ D. Other _____
_____

3- Type of Practice:
_____ A. General Practice
_____ B. Perio
_____ C. Pedo
_____ D. Other _____
_____

4- _____ A. Number of work hours/week
_____ B. Number of offices

5- In which geographic area are you employed?
_____ A. Urban
_____ B. Suburban
_____ C. Rural

6- In which location are you employed?
_____ A. North suburbs
_____ B. Northwest suburbs
_____ C. South suburbs
_____ D. Southwest suburbs
_____ E. Chicago
_____ F. Illinois/out of Chicago area
_____ G. Out of state (specify)_____
_____

7- Was this location your preferred choice?

_____ A. Yes
_____ B. No

8- What avenues did you use to find your employment situation(s)? Check (x) all that apply.

_____ A. Personal contact
_____ B. ADA Placement
_____ C. ADHA Placement
_____ D. Private Placement Agency
_____ E. Major City Newspaper
_____ F. Local newspaper
_____ G. Other_____

9- If you had difficulty finding employment, what type of difficulty?_____

10- During my employment search, I was looking for:

_____ A. Full-time work in one office (more than 30 hours)
_____ B. Part-time work in more than one office to equal a full-time work week.
_____ C. Part-time employment (less than 30 hours/week)
_____ D. Other - specify_____

11- How many jobs did you interview for?_____

12- How is your salary determined? Please (x) check all that apply.

_____ A. Hourly salary
_____ B. Weekly salary
_____ C. Monthly salary
_____ D. Commission
_____ E. Salary and Commission
_____ F. Bonus and 1 of the aforementioned
_____ G. Independent contracting
_____ H. Other - specify _____

13- What is your average daily salary (based on an 8-hour day?)_____

14- What is your hourly salary?_____

15- What benefits are included in your work situation? Check (x) all those that apply.

_____ A. Paid holidays - How many?_____
_____ B. Paid sick days - How many?_____
_____ C. Pension Plan
_____ D. Profit Sharing
_____ E. Paid Vacation - How much?_____
_____ F. Insurance: 1) Major medical_____
2) Life_____
3) Disability_____
4) Liability_____
5) Malpractice_____
_____ G. Other: 1) Uniform allowance_____
2) Continuing education courses paid_____
3) Paid dues for Association_____
4) Reduced fee for dental work_____
5) Bonus for production increase_____
6) Christmas bonus_____
_____ H. Other - Please explain, especially if you are an independent contractor:_____
_____ I. No benefits

16- Look over the following job duties and indicate which ones you perform and how well prepared you feel in each area. Check (x) one in each section.

Dental Hygienist Duty	Often Perform This Duty	Occasionally Perform This Duty	Never Perform This Duty	Feel Very Well Prepared in This Area	Feel Adequately Prepared in This Area	Feel Inadequately Prepared in This Area
A. Health/Dental History	___	___	___	___	___	___
B. Intra/extra oral exam	___	___	___	___	___	___
C. Blood pressure/pulse screening	___	___	___	___	___	___
D. Periodontal evaluation						
1- Probings	___	___	___	___	___	___
2- Complete Charting	___	___	___	___	___	___
E. Indices						
1- Bleeding	___	___	___	___	___	___
2- Plaque	___	___	___	___	___	___
3- Gingival	___	___	___	___	___	___
4- Periodontal	___	___	___	___	___	___
5- Other (specify)_____	___	___	___	___	___	___
F. Ultrasonic scaling	___	___	___	___	___	___
G. Hand scaling	___	___	___	___	___	___
H. Periodontal scaling	___	___	___	___	___	___
I. Instruments						
1- Graceys	___	___	___	___	___	___
2- Langers	___	___	___	___	___	___
3- Universal Curets	___	___	___	___	___	___
4- Files	___	___	___	___	___	___
5- Other (specify)_____	___	___	___	___	___	___
J. Root planning	___	___	___	___	___	___
K. Curettage	___	___	___	___	___	___
L. Polishing/all clients	___	___	___	___	___	___
M. Selective polishings	___	___	___	___	___	___
N. Air polishing	___	___	___	___	___	___
O. Subgingival irrigation	___	___	___	___	___	___
P. Patient education						
1- Individual	___	___	___	___	___	___
2- Group	___	___	___	___	___	___
Q. Topical fluoride applications	___	___	___	___	___	___
R. Nutrition counseling	___	___	___	___	___	___
S. Margination (NVA)	___	___	___	___	___	___
T. Polishing amalgams	___	___	___	___	___	___
U. Impressions for study models	___	___	___	___	___	___
V. Dentition charting	___	___	___	___	___	___
W. Sealants	___	___	___	___	___	___
X. Suture removal	___	___	___	___	___	___
Y. Perio pack removal	___	___	___	___	___	___
Z. Radiographs						
1- Interproximal survey	___	___	___	___	___	___
2- Complete intraoral survey	___	___	___	___	___	___
3- Panorex	___	___	___	___	___	___
4- Perapicals	___	___	___	___	___	___
5- Occlusal	___	___	___	___	___	___
6- Other (Specify)_____	___	___	___	___	___	___
AA. Radiology safety procedures						
1- Lead apron	___	___	___	___	___	___
2- Monitor badge	___	___	___	___	___	___
3- Equipment inspection	___	___	___	___	___	___

(Over)

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17- Check (x) the degree of satisfaction with your chosen profession.

_____ A. Very satisfied
_____ B. Satisfied
_____ C. It is OK
_____ D. Dissatisfied - why?_____
_____

18- Are you working toward an advanced degree?

_____ A. Yes - Major area of study_____
College_____
_____ B. No

19- Do you anticipate that you will eventually work toward an advanced degree?

_____ A. Yes - Major area of study_____
_____ B. No - Please explain_____
_____

20- With regard to professional development, please check (x) all that apply.

_____ A. Maintained membership in IDHA/ADHA
_____ B. Attend local IDHA component meetings
_____ C. Participate in formalized continuing education presentations
_____ D. Volunteered for community projects or activities

21- To what degree were you satisfied with your professional education?

_____ A. Very satisfied
_____ B. Satisfied
_____ C. Somewhat satisfied
_____ D. Dissatisfied
_____ E. Very dissatisfied

Please comment on your satisfaction/dissatisfaction._____
_____
_____
_____

22- Please comment on how we can improve the quality of our program._____
_____
_____

Please correct your mailing address, if necessary

Name_____
Address_____
_____
City_____State_____
Zip Code_____

Please supply address of employer (optional)

Name_____
Address_____
_____
City_____State_____
Zip Code_____

THANK YOU for all your help in responding to this survey!

Operational Staff:

Janice Cook, Administrative Secretary
Cal Meltesen, Research Analyst
Karla Hill, Research Clerk
Susannah Swift, Clerk
Donna Woodruff, Clerk